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19 July 1971

MEMORANDUM FOR: EA/TR

SUBJECT : Comments on Study Groups EEO Paper

1. Agency hiring at the present time seems based on the premise that the candidate with the best qualifications gets the job. To seek for less in an Agency of our importance is sheer folly and wasteful. When blacks meet our standards for employment and present the best qualifications among the candidates, there is no doubt that they should be employed. This would seem to be the "process" referred to on page 6 which in my view should not be diluted with quotas or accepting less than best candidates because of blackness.

2. The suggestions offered by this informal group are mild, acceptable within the limits of security, and probably ineffectual.

3. I'm afraid that the solution to the black employment problem in CIA is found in the quality of the homes and in the schooling of potential employees who are black. There are areas we as an Agency can do little about, but other U.S. Government Departments such as HEW are actively engaged in trying to alter these conditions.

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